

AGENDA: January 27, 2004

4.8

CATEGORY: Consent

DEPT.: Employee Services

TITLE: Adoption of Joint Powers Agreement with the Bay Area Employee Relations Service (BAERS)

RECOMMENDATION

Authorize the City Manager or his designee to execute a Joint Powers Agreement (JPA) to allow the City of Mountain View to continue to participate in the Bay Area Employee Relations Service (BAERS) (previously the Intergovernmental Employee Relations Service).

FISCAL IMPACT

The annual costs of these services are included in the Fiscal Year 2003-04 operating budget.

BACKGROUND AND ANALYSIS

The City of Mountain View has participated in BAERS since its inception in 1974. Since that time, BAERS has provided salary and benefits information to member agencies of a consortium that operates under a Joint Powers Agreement (JPA). Typically, this information is utilized for labor negotiations, periodic compensation studies and position/classification reviews.

The JPA is being updated principally to adapt to changes in services and delivery methods that have occurred since it was last modified in 1987. At that time, the core service consisted of providing data in the form of summaries of bargaining agreements, salaries and benefits.

BAERS is responsible for maintaining and enhancing the structure and content necessary for an Internet web site that now serves as a significant vehicle for sharing compensation and related information among members. The structure consists of the database computer, software and web pages necessary for storing, updating, processing and displaying the content on the site. Currently, 54 member agencies participate, and data is available regarding the memoranda of understanding and benefits for over 260 collective bargaining units. The data also includes 3,600 total compensation records that can be used to generate on-line surveys in 40 occupational categories. BAERS staff regularly updates the site to keep the information current.

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Compared to the current agreement, the revised version contains few changes to existing working relationships and structure in which Santa Clara County continues to serve as the host agency and functions as the employer for BAERS staff.

CONCLUSION

Staff recommends continued participation in BAERS because access to this compensation information is vital, it is cost-effective to participate as a member of this consortium and the information is easier to update and access on-line.

PUBLIC NOTICING—Agenda posting.

Prepared by:

Approved by:

Kathy Farrar
Employee Services Director

Nadine P. Levin
Assistant City Manager

Kevin C. Duggan
City Manager

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